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ABSTRACT

Teacher unions will affect the future of both the institution of public education and the institution of organized labor. Ways in which these unions can elevate education to a new level are described in this book. It offers a model in which teacher unions are organized around issues of quality teaching and professional development, as well as economic fairness. It shows how these unions can seize the opportunity created by the fundamental restructuring of public education now under way by shifting from organizing around issues of job control, work rules, and uniformity, to focusing on quality control and increased productivity through innovation. The text advocates strengthening school-level labor relations through compacts that transform learning and school operations. These compacts can then be connected to substantive district contracts that include measurable educational goals and a teacher salary schedule that is based on knowledge and skill. Career security is championed over job security, which will allow teachers to move with ease among schools, districts, and states. A new career ladder that places teachers at the top and a mechanism for improved training and job mobility opportunities for paraprofessionals are also advocated. The book is divided into four parts: (1) "A Postindustrial Unionism"; (2) "The Quest for Quality"; (3) "New Union-Management Agreements"; and (4) "Institutionalizing the New Union." (Contains an index and approximately 175 references.) (RJM)

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